

## DRIVER ELIGIBILITY

The following guidelines regarding driving incidents will be used to determine driver eligibility for employment and/or continued employment. A driver of any CTA vehicle who meets or exceeds any of the guidelines listed below will be considered for disciplinary action. For the purposes of this policy the terms incident and accident are interchangeable.

**Minor Violations:** 3 or more within a 24 month period. Minor violations include Speeding; Stop Sign Violations; Traffic Control Violations; Improper Turn; Left of Center; Failure to Yield and Driving on a Closed Highway. This list is not all-inclusive. Employee will be considered for disciplinary actions up to and including suspension and/or loss of driving safety incentive.

**Major Violations:** 1 Violation at any time: Major violations include as Driving Under the Influence (drugs or alcohol); Refusal to take Drug/Alcohol Test; Careless or Reckless Driving; Leaving the Scene of an Accident; Fleeing/Eluding an Officer; Vehicular Homicide, Speeding in School Zone while on duty and Driving Under Suspension of License. This list is not all-inclusive. Employee will be considered for disciplinary actions up to and including termination and loss of safety incentive pay.

- (a) **Major Accidents:** Any one accident involving damage to a CTA vehicle or property caused by gross negligence as determined by the Accident Review Board or any preventable accident causing at least \$1,500.00 property damage or bodily injury that results in medical treatment. Employee will be considered for disciplinary actions up to and including termination and loss of safety incentive pay.
- (b) **Minor Accidents:** All other preventable accidents as determined by the Accident Review Board. Employee will be considered for disciplinary actions up to and including suspension. Any 3 minor preventable accidents in a 36-month period, the employee will be considered for disciplinary actions up to and including termination and loss of safety incentive pay.

## SAFE DRIVING INCENTIVE PAY

Subject to available funding, a Safe Driving Incentive of twenty five cents per hour will be paid for each cumulative year of safe driving up to four years for eligible bus operators. To be eligible, a driver must be a full time employee for a year with no moving traffic violations while on duty or preventable accidents resulting in damages of \$250 or more or involving passenger injury that requires medical attention and maintain this record each subsequent year.

A preventable accident is an accident that results from driver error as determined by an Accident Review Board and upheld by the Management Review Board when applicable. A moving violation while on duty, preventable accident with damage of \$250 or more or passenger injury that requires immediate medical attention will result in loss of all accumulated award years and restart the award clock.

Safe Driving Incentive Pay applies only to hours worked for actual driving time.